

CHENCHOU, On 02/12/2021

Since its founding in 2007, **Zina Fresh** has worked to combat all manifestations of corruption, including bribery, nepotism, conflicts of interest and money laundering in all of its internal and external transactions.

And as a dedication to these ethical practices and to enhance transparency and credibility in our internal relations within our company and in all our external dealings, whether with customers or suppliers, we all decided to participate in setting this policy whose objectives must be clear and adopted by all:

- Resisting all suspicious and immoral transactions with all our partners : employees, customers and suppliers.
- Injunctive and effective treatment with every person involved in these suspicious transactions and imposing the penalty of final dismissal with the possibility of legal prosecution in some cases.
- Enhancing notification procedures and protecting the whistleblower from all kinds of slander or harassment, and not revealing his identity.
- Identifying the most vulnerable jobs and ensuring continuous training for them about the seriousness of these practices on the personal and professional levels and how to act when exposed to them.
- Achieving internal and external communication on the principles of this policy in an appropriate manner.

In order to monitor the effectiveness of this policy and achieve the set of desired goals in time, we have appointed **Mr. Riadh Haj Ahmed** as responsible for the follow-up and regular monitoring of all indicators, which will allow us to evaluate first and then progress.

And I, in my capacity as the manager of **Zina Fresh**, declare my full commitment to this policy and pledge to provide all the necessary human and material resources, to regularly monitor the proper implementation, to follow up on all incoming problems, and to protect the whistleblower in all circumstances.

And I invite everyone : workers, employees, customers, suppliers, and all our partners in success to get involved in this initiative and work together for its success.

The Manager

Mr. Mohamed Majid ZARROUK

